

 PROGRESSIVE BUILDING SOCIETY	Personnel Specification- Software Developer
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JOB TITLE:	Software Developer
REPORTS TO:	Developer Lead
JOB PURPOSE:	To develop, support and continuously improve software solutions that enhance the Society's systems and business processes, working under supervision as part of the IT team and in line with Progressive's development standards, security controls and regulatory requirements. The role contributes to the Society's strategic plan by analysing requirements, building and integrating applications, and promoting best practices such as CI/CD and test-driven development to improve user experience, automation and operational efficiency.
ESSENTIAL CRITERIA	<u>QUALIFICATIONS</u> ▶ Degree in Computer Science related discipline. <u>EXPERIENCE</u> ▶ A minimum of one year's experience developing applications in a professional work environment. <u>SKILLS</u> ▶ Experience of .NET ecosystem and C#. ▶ Awareness of programming best practices and ability to apply them under guidance ▶ Good understanding of current and emerging technologies and their potential to deliver business benefits. ▶ Good analytical approach to problem solving. ▶ API integration to core platforms (e.g. banking systems). ▶ Strong communication and interpersonal skills, able to adapt style and explanations to support others' understanding. ▶ Understanding of AI-assisted software development tools and the ability to apply them effectively to support coding, testing, debugging, documentation and problem solving. ▶ Ability to critically evaluate AI-generated outputs and ensure solutions meet security, quality and business requirements.
DESIRABLE CRITERIA	▶ A scripting language, such as Python or Powershell. ▶ Development and design skills with MS SQL or Oracle. ▶ Experience using AI-assisted development tools such as GitHub Copilot, Microsoft Copilot, ChatGPT or similar technologies.